

Washington, D.C. 20505

3 November 1981

DD/A Registry
81-1794/1

STAT

NOTE FOR:

[Redacted]

Language School, OTE

SUBJECT: Language Use Awards for Language Specialists

I regret that it has taken this long to resolve the question of how to compensate GS-12 Step 10 language specialists for the loss of language use awards. I understand individual special achievement awards have been approved for you and eight other employees in the same situation, and you should be receiving a substantial check shortly.

[Redacted]

STAT

B. R. Inman
Admiral, U.S. Navy
Deputy Director of Central Intelligence

Distribution: (Per ES)

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TO: (Name, office symbol, room number, building, Agency/Post)		Initials	Date
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REMARKS

copy sent to DTE 4 NOV 1981

*B.A. - pb
had ce fin
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[Signature]
4 NOV 1981*

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CONFIDENTIAL

24 Aug 1981

Training

MEMORANDUM FOR: Deputy Director of Central Intelligence

THROUGH: Acting Deputy Director for Science and Technology

FROM: SUBJECT: Eligibility for Language Use Awards ☐

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1. This memorandum requests that you reconsider a 24 November 1980 decision of the then DDCI which bars Language Use Awards for virtually all Headquarters employees. ☐

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2. The Language Development Committee met on 12 August 1981 to discuss your 30 June decision to disqualify language specialists from further eligibility for Language Incentive Awards in the language or languages for which they were hired. A number of questions were raised at that meeting which were successfully resolved at the time, but I am aware of one anomaly which I believe deserves your attention because it seems to run counter to the basic intent of the Language Incentive Program (LIP). ☐

25X1

3. When the former DDCI made the decision at the 24 November 1980 Executive Committee meeting, which your 30 June 1981 memorandum reconfirmed, he made another decision which has since received little attention but which I am told will now be implemented concurrently with the one which affects language specialists: that participation in the Language Use Awards will henceforth be limited to employees in full-time positions overseas in which a language is essential. Although that decision presumably was to have been implemented immediately, this was delayed pending the results of a lengthy consideration of the status of language specialists. Now that this latter question has been resolved, I understand Mr. Carlucci's decision to limit the LUA to overseas positions is also to be effective with the first full pay period of FY-1982. ☐

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4. The effect of this will be to preclude eligibility for an LUA for any Headquarters-assigned officer, whether language specialist or not: e.g., production office analysts, reports writers, or any other category of Headquarters personnel. There are exceptions for certain personnel in OTS, OSO, DDO/ whose duties require frequent overseas TDY's. ☐

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SUBJECT: Eligibility for Language Use Awards ☐

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25X1 5. Such action seems to me incompatible with the basic thrust of a vigorous language incentive program and with your own strong support of such a program. It would remove a positive feature from our recruitment arsenal and would eliminate a major incentive for Agency officers to acquire and use foreign languages in support of their various missions. The LIP, with the LUA, spurs analysts and others who need language for research in original languages to achieve language skills, and it rewards those who use language skills. If these remain desirable Agency goals, then it is self-defeating to focus solely on overseas functions when it comes to eligibility for the LUA. ☐

25X1 25X1 6. The thrust for limiting LUA's to overseas positions, as represented in the 19 September 1980 report of the National Academy of Public Administration on the LIP, was that "The Award was generally viewed by those outside of DDO, NFAC in particular, as appropriate for DDO personnel overseas where the use of language in an overseas environment places atypical demands on the individual. This, coupled with the fact that DDO personnel may be expected to have and use several languages in the course of a career, creates a standard few others meet." Similar language was used by the DDA in his recommendations to the DDCI. This view is not representative of the DDS&T; certainly not for ☐ 120 language officers, 72 of whom are multilingual. Nor is it shared by the nine ☐ Analysis Group officers who now receive LUA's because they deal exclusively with foreign media sources and do original research directly in foreign-language newspapers and journals. We are not persuaded by the argument that Headquarters personnel do not and cannot put language skill to critically important use in exercising the collection and analytical skills for which they are hired. That would attack what should be a cardinal goal of any effective language incentive program. ☐

25X1 7. I most strongly urge your earliest possible reconsideration of the 24 November 1980 DDCI decision to limit eligibility for Language Use Awards to overseas personnel. OT&E is currently working on a revision of the HR outlining the provisions of the LIP. Offices affected by the decision on language specialists need to know soon what continuing latitude there may be for rewarding use of language in Headquarters positions where such skills are of critical value. ☐

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 Date 24 August 1981

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A/EO/ODA		GAH	20 AUG 1981
1.	Mr. William Hart	W	8-26
2.	Chairman, Language Development		
3.	Committee		
4.	Room 7D24 Headquarters		
5.			

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REMARKS

Bill,

1. For your information.
2. We are recommending to Jim Taylor that this go forward to the DDCI, to correct what we think is a problem caused by an earlier decision on Language Use Awards.



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